

CHAPTER 7

GRIEVANCES , ADVERSE ACTIONS, AND DISCIPLINARY ACTIONS

A. POLICY

The Military Departments shall ensure that their CIPMS employees have the right and opportunity to present their grievances and appeals for prompt and equitable consideration free from restraint, coercion, discrimination, or reprisal.

B. GENERAL PROVISIONS

1. Grievances. The Military Departments shall follow their existing regulations, or develop specific regulations, for processing grievances of CIPMS employees through their agency administrative grievance procedures. CIPMS policies and procedures, including those set forth in this Manual, shall be fully considered and applied in making decisions on such grievances.

a. Grievance Coverage. Matters covered by the grievance procedures shall include the following:

(1) The identification and conversion of an employee's position to CIPMS when the decision to include or exclude resulted from the application of the respective Military Department's policy on coverage.

b. Matters excluded. In addition to matters excluded by 5 CFR 771.206(c), matters excluded from coverage of the grievance procedures shall include the following:

(1) The content of DoD-approved classification and qualification standards.

(2) Failure to receive a RIP promotion.

2. Adverse Actions and Appeals. The provisions of Title 5, U.S. Code, 5 CFR Part 1201, and applicable regulations of the respective Military Department shall apply to covered adverse actions and appeals of CIPMS employees. Except as provided in Chapter 8 of this Manual, other adverse actions and appeals shall be covered by applicable regulations of the respective Military Departments.

3. Disciplinary Actions. Disciplinary actions for CIPMS employees shall be in accordance with procedures for competitive service employees in the respective Military Departments.